



# City of Tempe

## FACILITY MAINTENANCE MANAGER

### JOB CLASSIFICATION INFORMATION

<i>Job Code:</i>	007	<i>FLSA Status:</i>	Exempt
<i>Department:</i>	Financial Services	<i>Salary / Hourly Minimum:</i>	\$93,256
<i>Supervision Level:</i>	Manager	<i>Salary / Hourly Maximum:</i>	\$125,269
<i>Employee Group:</i>	TSA	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Facility Maintenance Manager
<i>Safety Sensitive / Drug Screen:</i>	No	<i>EEO4 Group:</i>	Professionals
<i>Physical:</i>	No		

### REPORTING RELATIONSHIPS

Receives general direction from the Financial Services Director or from other supervisory or management staff.

Exercises direct supervision over technical, maintenance, custodial and clerical staff.

### MINIMUM QUALIFICATIONS

<i>Experience:</i>	Five (5) years of experience in one or more of the following areas including two (2) years of administrative and/or supervisory responsibility: <ul style="list-style-type: none"><li>• Building construction;</li><li>• Building code inspections;</li><li>• Custodial management/maintenance;</li><li>• Facilities management/maintenance</li></ul>
<i>Education:</i>	Equivalent to a Bachelor's degree from an accredited college or university with course work in business administration, public administration, engineering, architecture, building construction management or a degree related to the core functions of this position.
<i>License / Certification:</i>	Possession of a valid driver's license.

### ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City's stated mission, vision, and values. To manage, supervise and coordinate the activities of the Facility and Custodial Management Section of the Financial Services Department; to coordinate facility and custodial management activities with other City divisions and departments; and to provide highly complex staff assistance to the Financial Services Director.

## OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Plan, develop, implement and manage the section's goals, objectives, and work plans; assign work activities, projects and programs; monitor work flow; with the input of section staff, review and evaluate work products, methods and procedures.
- Manage the development and administration of the section's budget; direct the forecast of funds, staffing needs, revenues, equipment, materials and supplies; monitor and approve expenditures.
- Select, train, motivate and evaluate personnel using employee feedback; provide and coordinate staff training; counsel employees to help correct deficiencies; solicit meaningful feedback from section employees on policies and procedures; implement discipline and termination procedures; ensure that the staff contributes to the City's mission and values.
- Review capital improvement plans related to the assigned services and provide input regarding future facilities maintenance and custodial activities.
- Oversee Facilities Maintenance Master Plan, including preventative maintenance and the forecasting of capital improvement expenditures and the coordination of tenant improvements and new construction with Capital Improvement design and construction managers.
- Develop, implement and maintain an Asset Management Plan.
- Manage a computerized work order system including prioritization of work orders for progress and timely completion.
- Assist in developing security and building alarm plans for City facilities; manage facility energy management and access control systems.
- Assist in the preparation and presentation of facility and/or custodial maintenance information to the City Manager and/or Mayor and Council as required.
- Develop energy management and sustainability strategies for facility and custodial operations; identify programs, methods, and best practices for energy efficient technologies and environmentally responsible operations; review cost/benefit analyses related to sustainable practices for facility and custodial programs and operations; serve on citywide energy management and sustainability task forces and committees.
- Maintain preventive maintenance activities in accordance with strategic plan; prepare reports; maintain records of time, materials and equipment used; assist in ordering supplies and materials.
- Oversee the decision-making process with the appropriate supervisory staff when determining the course of action with significant building and/or custodial maintenance concerns.

- Develop and review specifications for the purchase of new equipment and supplies; work with the Procurement Section in evaluating all bids from vendors.
- Ensure the adherence to safe work practices and oversee the training, communication, and maintenance of the section's Safety Program Manual.
- Establish and monitor complete, accurate and accountable control for tools, equipment, and supplies.
- Maintain a cooperative and collaborative relationship with other city departments and the labor / management representatives.
- Provide pro-active performance planning utilizing performance management tools.
- Perform related duties as assigned.

## PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Pending

## COMPETENCIES

CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision
<p><i>For more information about the City of Tempe's competencies for all classifications:</i>  <a href="#">City of Tempe, AZ : Competencies</a></p>		

## JOB DESCRIPTION HISTORY

*Effective February 2006*

*June 2010 (due to dept. consolidation and reorg: job title, reporting relationship, duties and MQs)*

*July 2017 (update reporting structure, MQs, essential functions and other duties as assigned)*